



# UW MEDICINE: STRONG CONTRACT NOW WE VOTED YES TO CONTINUE TO TAKE ACTION!

Our bargaining team held membership meetings and heard from our coworkers that we are ready to continue to take action, including and up to an informational picket.

We're standing together and escalating our actions to tell UW Medicine they need to invest in us, the workers, to ensure we have strong public healthcare institutions for our future.

We have been bargaining since March for our legacy across UW Medicine. We've made it clear what will keep Harborview, UWMC-Northwest, and Husky Health & Research able to serve our mission:

- ✓ We won't back down on:
- ✓ Wages that will recruit and retain
- ✓ Safe staffing for quality care and real meal and rest breaks
- ✓ Improvements to standby and callback
- ✓ Respect and equity



**MANAGEMENT DIDN'T COME READY TO REACH AN AGREEMENT THIS WEEK. THEIR PROPOSALS FAILED TO ADDRESS ADEQUATE WAGE INCREASES THAT WILL RECRUIT AND RETAIN US. UW CAN DO BETTER.**



"UW's philosophy at the bargaining table is adequacy over excellence. They've made it clear they do not aim to set the standard or be on par with top paying competitors. They would rather be reactive than proactive in keeping their facilities staffed. The fallout of this approach will fall on the backs of us, the workers, and our patients. We've run out of words to convince management of anything different. All we have now is our strength to demand better." **–Tawna Taylor, Ultrasound Tech, UWMC-NW,**

**Bargaining Team Member**

Because of the actions we've taken together so far, we've made good progress in some of the areas we need improvement in our contract. But management has not yet addressed our key priorities that are critical to the future of UW Medicine.

Across UW Medicine, we've taken action before to win standard-setting contracts, including Break Relief RNs and important recruitment and retention wage increases during the COVID-19 pandemic. Our unity works!

In addition to an informational picket, other actions we are planning include:

- ✓ Setting up meetings with city, county and state elected leaders and asking for their support
- ✓ Public education about the important role we play in keeping everyone in our community safe and well cared for
- ✓ More and bigger actions within our workplaces and departments

## WEDNESDAY STICKER UP!

**Every Wednesday, we will publicly show our support.**



## WORKERS OVER BILLIONAIRES

We're standing up for our families and against corporate greed and **coming together on Labor Day in Seattle for a day of resistance.** We're coming together to celebrate our labor movement and stand up to cuts to Medicaid, greedy billionaires and corporations like Palantir.

*We will have hot dogs, ice cream, and kid's activities!*

**WHEN:** September 1, 11am-1pm

**LOCATION:** Cascade Playground Park – 333 Pontius Ave. N Seattle

**Who's Palantir?** *They are a data-mining and analysis firm co-founded by tech billionaire Peter Thiel. This company uses AI technology to support Israel's genocide in Gaza and the mass deportations in the US.*



**UW MEDICINE MUST SETTLE A STRONG CONTRACT AND PARTNER WITH US TO FIGHT BACK AGAINST THE CUTS THAT HURT OUR PUBLIC HEALTHCARE.**

**WHO IS BEHIND “OPT OUT TODAY” AND WHY ARE THEY HARASSING US?**

Opt Out Today is an arm of the Freedom Foundation which is an extremist right wing think tank. They are funded by billionaires like the Koch brothers and the DeVos family who are trying to destroy unions who stand up for workers and patients. These are the same billionaires behind the Big Ugly Bill cutting SNAP and Medicaid, who want to dismantle public healthcare, education, replace us with AI, and speed up global climate change to maximize their wealth at the cost to all of us.

**HAVING A STRONG UNION AND STANDING UP AGAINST THE ULTRA-WEALTHY FROM EXPLOITING OUR COMMUNITIES TAKES ALL OF US WORKING TOGETHER.**



“Being a union member is crucial to protect our voice and build our strength. Membership and participating in union activities matters! Our unity has led to historic wins and that unity will protect us in the future. These would not be possible without us standing in solidarity while advocating for our patients. We must continue building our strength and protecting our voice. That’s the union difference!

Opt Out Today and the Freedom Foundation want our work to be cheap, for us to not have retirements, and for good healthcare to only be available to the wealthy few. Don’t let them fool you.”

**–Melanie Arciaga, RN, Harborview, Bargaining Team Member**

**NOT A MEMBER?  
JOIN TODAY!**



[joinseiu1199nw.org](http://joinseiu1199nw.org)

**FAQ: ATR AND SCHEDULING**

- What is ATR?**
  - ▶ ATR is Actual Time Recording. It’s a timekeeping methodology that track and compensates us for all actual time worked down to the minute. UW believes that this will help them avoid wage-theft lawsuits, several of which have recently been litigated in this region.
- Who is most impacted?**
  - ▶ UW has notified the Union that impacted job classes include RNs, Social Workers, Dietitians, and Speech Pathologists, and Imaging Supervisors, job classifications currently classified by UW as salaried/FLSA exempt.
  - ▶ UW has notified us that APPs, while currently classified as salaried/FLSA exempt, will be impacted differently.
- Why does ATR impact scheduling?**
  - ▶ UW has shared with the Union that Actual Time Recording would make it difficult for UW to defend itself if a class action lawsuit were to be filed alleging that UW is violating the Fair Labor Standards Act by classifying the impacted job classes as salaried/FLSA exempt.
  - ▶ The Fair Labor Standards Act requires that healthcare workers classified as hourly/non FLSA exempt accrue overtime premium pay for either all hours worked after 40 in one week, or all hours worked after 8 in one day and 80 in a two week period. This means that scheduling more than 40 hours of work in one week would accrue overtime for all hours over 40 for those with shift lengths longer than 8 hours.
- What does our bargaining team think?**
  - ▶ This would be a takeaway for our scheduling flexibility that enables us to achieve work-life balance. We have not agreed to implementing ATR in bargaining and don’t think it’s necessary. We also want to ensure that the UW invests in all of us instead of reserving funds to settle costly litigation brought by predatory law firms that don’t help us build power as workers and advance our workplace standards.



“The switch to ATR and the potential reclassification of nurses, Social Workers, Dietitians, and SLPs from salaried to hourly is a big negative change for all of us at Harborview and at Montlake who schedule over more than one week. But, we do also know that UW has a lot of vulnerability to lawsuits currently and that vulnerability doesn’t help us or our patients. We need to be able to staff the hospital and provide good patient care. We want the most freedom and flexibility possible and we also want to keep money in the contract and not allow it to be funneled to an outside law firm. UW may be able to make this changes unilaterally, with or without our agreement. If this were to happen, we need to secure the most freedom and flexibility for staff, including better ability to schedule vacation time and more pay transparency.”

**Sam Conley, RN, HMC, Bargaining Team Member and SEIU 1199NW Executive Board Member**